

ARTICLE 28
LABOR-MANAGEMENT RELATIONS PARTNERSHIP COMMITTEE

Section 1: Purpose.

- a. The parties recognize that the negotiation of a formal agreement is but one element of a successful and effective labor-management relationship. The IHSHQE and UNION agree that open communication between the parties are beneficial to the successful implementation of this Agreement. Therefore, it is agreed to establish a Labor-Management Relations Partnership Council (LMRPC).
- b. The LMRPC will exchange information and discuss appropriate and mutual matters of concern and interest, involving the broad areas of personnel policies, practices, and/or working conditions.

Section 2: Meetings

- a. The LMRPC will establish its own meeting dates. Meetings will be scheduled when there are items to discuss and an agenda has been developed.
- b. The number of representatives attending each meeting shall not exceed five from each party.
- c. The IHSHQE will arrange and reserve a meeting location.

Section 3: Agenda

- a. To facilitate meaningful discussion, each party will submit agenda items, with a brief description, at least five (5) work days in advance of the scheduled meeting.
- b. The agenda will be prepared on an alternating basis. The IHSHQE will prepare the agenda for the first meeting of the LMRPC.
- c. Matters not on the agenda may be discussed by mutual consent.

Section 4: Scope of Information and Discussion

- a. To preclude the invasion of privacy of all bargaining unit and non-bargaining unit EMPLOYEES, the parties will not consider or discuss specific grievances, complaints, or appeals at LMRPC meetings.
- b. If the identify of specific employees related to grievances, complaints, or appeals can be protected, there may be

discussion of general personnel policies, practices, or working conditions that have given rise to grievances or complaints or that might give rise to grievances or complaints, so that future problems might be identified for possible corrective and/or preventive actions, when appropriate.

Section 5: Minutes

- a. The party preparing the agenda for the meeting also will prepare the minutes of the meeting. The minutes shall include a statement of the agenda items with a brief review and summary of the relevant discussion.
- b. These proposed minutes will be forwarded to the other party for appropriate comments and changes. If a dispute arises over the minutes, both parties will exchange their versions of the minutes.
- c. Once the minutes have been agreed upon, or exchange, they become Agency records and, as such, are subject to release in accordance with the Freedom of Information Act.

Section 6: Official Time

Time spent by UNION representatives at LMRPC meetings are considered official time, as defined by this Agreement.